



Academic Senate Meeting

Nov. 17th, 2023 at 9:10-11

Present: Marvin Argersinger, Laura Bishop, Brenda Brown, Elizabeth Clifford, Robyn Corey, Tim Deines, Amber Denney, Nancy Dietrich, Lisa Dobson, Paige Dunckel, Bruce Farris, Sarah Garcia-Linz, Courtney Geisel, Gerry Haddad, Susan Hardie, Dawn Hardin, Melinda Hernandez, Jessica Hester, Lorin Honeysett, Susan Jepsen, Heidi Jordan, Mark Kelland, Eliza Lee, Megan Lin, Tamara McDiarmid, Robin McGuire, Tricia McKay, Charles Page, Scott Poe, Louise Rabidoux, Chris Richards, Denise Warner, Nancy Weatherwax, Sally Welch, Richard Williams, Jon Ten Brink, Jeff Janowick

Absent: Brittany Barber, Cheryl Chase, Bill Garlick, Tracy Nothnagel, Andrea Sanchez, Joann Silsby, Tedd Sperling,

- I. Call to order – 9:14AM
- II. Roll Call
- III. Approval of Agenda
 - a. Approved without objection
- IV. Approval of Minutes
 - a. Approved without objection
- V. President's Report
 - a. Nancy Dietrich is retiring. Thank you for your years of service.
 - b. December 1st meeting has been cancelled.
 - c. Still need student senators. Please reach out to students.
 - d. January 12th will be the next meeting.
- VI. Provost's Report
 - a. PA Days are January 4th 8AM in Michigan room. General assembly in Dart 9-12. 1-5 is division/department meetings. And January 5th is all virtual
 - b. December 8th first townhall for HLC. 10-12. Going over criteria 1 and 2.
 - c. Substantive Engagement in syllabus for 2024. Will put the materials in your course templet (the first part). Then you decide the other

VII. Committee Reports

- a. Committee for Assessing Student Learning (CASL) – Senator Tim Deines
 - i. Kara Wiedman from e-learning walked CASL through with assessment tool in D2L. Looking for volunteers to help. [Form link](#)
 - ii. In process of forming subcommittee with CC and making form on what constitutes assessment. December 10th at 11AM
 - iii. CASL is still seeking people from student affairs and finance admin and advanced placement committee.
 - iv. Making progress of CASL website. Senator Chuck Page performed a survey.

VIII. Consent Agenda

- a. Curriculum Committee Report
- b. Approved without objection.

IX. ORT Cameras – Senator Susan Jepsen

- a. Senator Lisa Dobson – Disadvantages students who don't have camera or bad reception. Also, can have problematic situations if cameras on.
- b. Senator Denise Warner – 10 responses from English faculty. Majority said cameras shouldn't be required due to privacy and equity.
- c. Senator Robin McGuire – Got a lot of feedback from science. Evenly divided on requiring cameras or not. Science thinks it should be at the faculty level.
- d. Senator Bruce Farris – Concerns of privacy were acknowledged during Covid but not so much now. For a uniform faculty level policy (decision should be to faculty). Artificial backgrounds are available. We are not an attendance school, and that is kind of lumped into attendance.
- e. Senator Dawn Hardin – Maybe in Ort class but could be in bathroom, restaurant, etc. Many students have anxiety and showing your face can cause more. We should be able to do our job whether students are looking or not.
- f. Senator Louise Rabidoux – Echo what has said. Students should be able to choose. Somewhat of a consent issue. Should be at faculty or program area if anything. Does limit student engagement which is hard.
- g. Senator Sarah Garcia-Linz – Found in violation of students' 4th amendment right when asked to scan students' room before a test.
- h. Senator Tricia McKay – Quite a few comments from programs said cameras on for engagement and helping to build professionalism for the future. Someone said students attend class while driving (had to put in syllabus that can't attend class while driving).

- i. Senator Gerry Haddad – Got a lot of feedback and many say should be at faculty level. Many talked about engagement from students. Engagement seems to be the issue.
 - j. Senator Mark Kelland – Believes it should be a collegewide decision. Student could take two ORT courses and one requires camera one and one doesn't.
 - k. Senator Rick Williams – To help equity, LCC offers Wi-Fi and computers and students can blur backgrounds. One instructor requested a large TV in a hy-flex classroom.
 - l. Senator Megan Lin – Some people said it should be a college-wide initiative. Teach and attends meetings but love when cameras are on. Inclusive teaching. Remove barriers. Forcing cameras to be on is a barrier. Thoughts about professionalism, many of us don't have our cameras on. What are our learning outcomes? Is it to teach professionalism?
 - m. Parliamentarian Jon Ten Brink – Concern with college wide procedure that would disallow faculty for cameras for certain areas. For instance, performance area.
 - n. Faculty Ian Leighton - Aside from my main job, I also teach ESOL classes. I have had at least one student from abroad saying that they DID NOT want to be on camera at all as s/he was worried that people from back home may be watching. Whether a valid concern or not, I had to respect this student's feelings. Other ESOL students are not..... "proud" of showing their homes on video. Just a thought.
 - o. Senator Nancy Dietrich – Have we directly surveyed the students?
 - p. Senator Tricia McKay – How do we enforce it? Whether its college, division, program, how would you enforce it?
- X. Modality Survey: What Next? – Senator Susan Jepsen
- a. January 5th PA days there will be a session from Karen Hicks on how to read the data. Karen can give your area the data a head of time so you can come with questions about the modality survey.
 - b. Senator Denise Warner – One faculty was disappointed that all online was lumped together. Can we flush out ORT?
 - i. Director of Assessment Karen Hicks – Question 1 was asking students online, F2F, combination of the two. Thinks ORT may fall in the combination. But we don't have specifically ORT in this survey.
- XI. Senate was at Ease for 5 min.
- a. LCC Land Acknowledgement – Senator Jon Ten Brink

XII. LCC Mission – Senator Mark Kelland

- a. LCC is working on revisions for accreditation and the mission is one of the focuses. Question 1 on Program Review asks how you support the college mission (but for years had the wrong mission).
- b. The Board made it public and official that as we move into the next Strategic Plan, we are going to look at the mission statement and look into revisions. Met with Provost and President. Would be good to advertise and start a knowledge base campaign of the mission statement. Layne Ingram is going to take the lead on this. Will be hearing more about this during PA days and future Senate Meetings.
- c. Go back to constituents, read the mission, and think about how we can make it better.
- d. Provost Sally Welch – Starting Strategic planning process in a few weeks. Current plan ends Jan 2024. Will be invited to have input on the strategic plan, mission statement will be a part of that. If it's not done before HLC visit need to know the current mission statement, if it is done before HLC visit then need to know the new statement.

XIII. Faculty Leadership – Parliamentarian Jon Ten Brink

- a. Would be nice to have had something to prepare him for PFC, Senate President, etc. Through CTE. Trying to find useful things that will help faculty leaders (not required). Gathering information. Had a listening session and have gone to some programs. [CTE Workshops and Events Link](#)
[Event Calendar Link](#)
[11/28 Calendar Event](#)
- b. How would you define “faculty leadership” at LCC?
 - i. Senator Mark Kelland – What faculty are willing to do.
 - ii. Senator Paige Dunckel - Many Faculty and adjunct don't feel they are qualified to be on committees, be a senator, etc. Educating faculty on process and what is available. This is good idea.
 - iii. Senator Lisa Dobson – Would have loved to have gotten training from her institutions?
 - iv. Historian Jeff Janowick – Leadership takes a lot of forms. It doesn't have to be loud and out and from. Talking about things you're good at and modeling it in the intuition. Stepping up and doing the work. Find forms of leadership you are comfortable with.
 - v. Senator Jessica Hester – “Lead from your seat.” Aren't role specific. Don't have to have a leadership role to lead. Can lead from anywhere. Doesn't have to be preparing for a role, it's about building skills and traits.
 - vi. Senator Elizabeth Clifford – Be willing to hear and listen to people.

- vii. Senator Mark Kelland – When Board came down with Developmental Education Resolution, knew there was a response from faculty and a response from provost. Asked Jeff to lead faculty group and Mark led college group. Important to work with people who are opposite to you and fill in each other’s strengths and weaknesses.
- viii. Purchasing Director Samantha Gallimore - “Teacher leaders lead within and beyond the classroom; identify with and contribute to a community of teacher learners and leaders; influence others toward improved educational practice; and accept responsibility for achieving the outcomes of their leadership (Katzenmeyer & Moller, 2001).”
- c. In what roles do faculty serve as leaders? EG. Lead Faculty/PFC, committee chairs, Senators, in the classroom, leading Program/special projects, etc.
 - i. Senator Heidi Jordan - Committee (college wide, program, etc.) participant...Sharing information/knowledge with colleagues (i.e. PA days, faculty meetings, or more informal ways)
 - ii. Senator Mark Kelland – Equity and assessment coordinators.
 - iii. Senator Mel Hernandez – Leadership is not about position.
- d. What skills or competencies are most beneficial for success in these roles?
 - i. Senator Elizabeth Clifford – Listening and empathy
 - ii. Senator Nancy Dietrich– Communication and sense of humor
 - iii. Senator Megan Lin – Being able to work with everyone.
 - iv. Senator Jessica Hester - ACC has list for traits and abilities of leaders. Research came out last year.
 - v. Student Katine Wolf – Compassion
 - vi. Senator Sarah Garcia-Linz – Responsibility and commitment. Looking to the large institution and not just your silo.
 - vii. Senator Tamara McDiarmid – empowerment.
 - viii. Senator Timothy Deines - People around you who are also leaders.
 - ix. Senator Louise Rabidoux - Listening, advocacy, supporting others, paying attention to needs of others
 - x. Faculty Alex Azima - Facilitating the work of others
 - xi. Senator Melinda Hernandez - Courage; sometimes it is difficult to disagree.
- e. How/where do faculty leaders learn how to lead?
 - i. Senator Paige Dunckel – Watch the great leaders around in program and division that lead by example.
 - ii. Senator Tamara McDiarmid – Learn from Mentors. Don’t even realize it but then you become the mentor.
 - iii. Senator Mark Kelland – Can learn from bad leaders as well.
 - iv. Senator Eliza Lee – Learn by experience.
 - v. Project Coordinator Penny Tucker - Being involved-attend meetings, talk/ask questions to those leaders they respect.

- vi. Senator Melinda Hernandez - In the classroom; how is leading different than teaching? Looking for teaching moments.
- vii. Senator Timothy Deines - Try again. Fail again. Fail better.
- f. What typical areas of growth are there for faculty leaders in meeting those core competencies/skills?
 - i. Senator Eliza Lee – Don't be afraid to make mistakes and look silly. Students want to know you're human too.
 - ii. Senator Mark Kelland – College goes to same people over and over. Seen small effort to try to get people involved. We need to do a better job to bring those people in. Should there be a trigger point for adjunct faculty in the Academic Senate?
 - iii. Senator Elizabeth Clifford – Can't take things personally and get defensive.
 - iv. Senator Louise Rabidoux - As leaders, we often think we have to have the answers, but leading can mean asking the complex questions and listening. Then advocating
- g. What strengths do our faculty leaders currently possess?
 - i. Senator Mark Kelland – Commitment to the success of our students.
 - ii. Historian Jeff Janowick – Leading is teaching. Engaging people. Most of us have these skills "Speak even though your voice shakes." Don't need to be MLK. He wasn't even MLK at first, took him time.
 - iii. Senator Brenda Brown – successful leadership is situational. We find ourselves in situations we did not create, with colleagues that may or may not want us to be leaders. Hence some of us being successful in some arenas then others. WE don't always choose the group we go into. Can learn to be a leader, don't have to possess traits or competency but the assumption is that you're a visionary and you're motivated.

XIV. Public Comments

- a. Senator Jeff Janowick – Consent Agenda, a lot of things don't need discussion. But things can always be moved off the consent agenda. Last week 2 programs of study were ended, sure the CC did their due diligence. But that is an assumption, willing to trust CC. Wonder, whether serious issue like discontinuation of programs, should be discussed. In the past, this has been very contentious. We should get in the habit of asking questions. If you don't read the CC report, you should. We can always discuss things. Doesn't have to be a long discussion.
- b. Senator Nancy Dietrich – Thank you for 44 years of a great journey. Had the privilege of working with many of you so many long. If you put the student at the center, you're going to be in the right place. Keep the student in the center.
- c. Senator Lorin Honeysett – Under the guidance of Provost Sally Welch, the Appreciative Education Team is ready to roll out a phase one workshop for LCC

staff and faculty based on our team's participation in the Appreciative Advising Institute during the summer of 2023. Culture of Care: Cultivating an Appreciative Mindset will be presented over the course of the Spring 2024 semester and aims to revisit the 6 phases of Appreciative Education as well as get you thinking about how each of our respective departments can start to implement the framework of Appreciative Education in tangible ways. Appreciative Education is part of the framework that we use to create a Culture of Care here at LCC and our team wants to help each of you consider how you can take this theory and framework and implement it into practice with both students and colleagues. We also acknowledge that many of us around the college are already doing amazing things related to Appreciative Education implementation. We hope that this workshop will be useful to you and your teams as we continue to work together as a college to create an environment where our students, our colleagues, and we ourselves, can thrive. So be on the lookout for more information to come and we certainly welcome your feedback upon completion of this phase one workshop as we look to continue with this important work in the future. Thank you!

- d. Project Coordinator Penny Tucker – Good Morning, on behalf of the Perkins Coordinator, Tricia McKay, I would like to advise that the 24-25 Perkins V Grant application is now available. The application is now a Dynamic Form. If interested in submitting, please contact your Division leadership for more information. The final deadline for applications is February 7th, 2024, but please inquire with your Division as they may have established earlier deadlines. Thank you and have a wonderful holiday season!

XV. Potential Future Agenda Items

- a. None

XVI. Adjourn – 11:56AM

Purpose: *The purpose of the Academic Senate will be to provide faculty input and advice to the administration concerning issues of College-wide educational philosophy, College-wide academic policy, and priorities in the College-wide deployment of capital or financial resources, except as covered by the scope of collective bargaining. The Senate will be proactive and collaborative in its approach, seeking consensus whenever possible, and will foster and support effective and transparent communication with the college community. Student learning is the ultimate goal of this body.*